

 **Diversity, Equity, and Inclusion Conceptual Framework**

**4.**

**1**.

**Acknowledge** structural racism, institutional practices, and race-and-gender based power dynamics that function as an impasse for people of color, women, people with disabilities, justice-involved individuals, immigrants, and other underrepresented groups.

**Change** the workforce system, programs, policies, and the trajectory of marginalized job seekers and employers by incorporating DEI efforts to close disparity gaps and achieve equitable outcomes.

**5.**

**2.**

**Build** awareness and learn about diversity, equity, and inclusion (DEI) through community leaders and allies, organizations, businesses involved in DEI efforts, data, and literature.

**Evaluate** DEI outcomes based on change efforts and take stock of what works and what needs adjustment.

**6.**

**3.**

**Reiterate** and refine efforts and methodologies to continuously improve and close disparity gaps.

**Position** Workforce Innovation and Opportunity Act programs, partnerships, and initiatives, for DEI success through data disaggregation by demographics and establish a baseline for DEI measures to be tracked longitudinally, and reach diverse job seekers in research methods (surveys, focus groups, etc.).